

**MEMORANDUM OF AGREEMENT
BETWEEN
THE HOWELL TOWNSHIP BOARD OF EDUCATION
AND
THE HOWELL TOWNSHIP ADMINISTRATIVE COUNCIL**

The following is the Memorandum of Agreement ("MOA") between the Howell Township Board of Education, (the "Board") and the Howell Township Administrative Council, ("HTAC") with regard to a successor agreement to the Collective Bargaining Agreement between the Board and the HTAC for the period July 1, 2002 to June 30, 2005 (the "Collective Bargaining Agreement"). The Board and the HTAC each agree by their respective Negotiating Committees that the Collective Bargaining Agreement should be amended by the following changes and agrees to recommend all such changes to its full membership for approval:

- 1) The salary guides attached hereto shall replace the salary guides in Schedules A thru Q and shall be in effect for the school years 2005/2006, 2006/2007 and 2007/2008.
2. The Board through the Superintendent of Schools may offer per diem summer curriculum development/supervision work to 10-Month Vice Principals/Supervisors. If such work is offered, the 10-month employee shall be paid at the per diem work rate of 1/200th of the annual salary.
3. The Board will establish an annual appropriation for the purpose of administrative professional development. The principals subject to the approval of the Superintendent shall be permitted to attend seminars at the cost of the Board. The purpose of these seminars will be to advance the district's Administrative Development Program.
4. All other terms and conditions of the Collective Bargaining Agreement not specifically amended by this MOA remain in full force and effect.

On behalf of the
Howell Township Board of Education


Valerie A. Rosenberg, Board Vice President
and Labor Relations Committee Chairperson


Louis C. Corato, Labor Relations Committee


Elaine C. Taylor, Labor Relations Committee

On behalf of the
Howell Township Education Association
Administrative Council


Thomas Feaster
President
Howell Township Administrative Council

Elem School Principal 12 Month

Step No

	2005-06	2006-07	2007-08
1	\$109,166	\$111,895	\$114,972
2	\$110,364	\$113,123	\$116,234
3	\$111,264	\$114,664	\$117,817
4	\$112,464	\$115,564	\$119,414
5	\$113,364	\$116,964	\$120,314
6	\$114,464	\$117,864	\$121,864
7	\$115,664	\$118,964	\$122,764
8	\$116,564	\$120,189	\$124,464
9	\$118,114	\$121,064	\$126,039
10	\$126,721	\$131,421	\$136,496

** Employees on step 9 will remain at present salary until 4/1 each year and then will move to step 10.

Elem School VP 10 Month

Step No

	2005-06	2006-07	2007-08
1	\$86,084	\$86,429	\$87,250
2	\$86,832	\$87,440	\$88,577
3	\$87,882	\$88,532	\$89,683
4	\$88,932	\$89,582	\$90,732
5	\$89,932	\$90,657	\$91,832
6	\$90,982	\$91,657	\$92,957
7	\$91,982	\$92,782	\$94,007
8	\$93,032	\$93,782	\$95,132
9	\$94,032	\$94,882	\$96,182
10	\$102,028	\$104,028	\$106,028

** Employees on step 9 will remain at present salary until 4/1 each year and then will move to step 10.

Middle School Principal

Step No

	2005-06	2006-07	2007-08
1	\$116,819	\$119,739	\$123,032
2	\$118,398	\$121,358	\$124,695
3	\$119,348	\$123,198	\$126,586
4	\$120,348	\$123,948	\$128,498
5	\$121,348	\$124,548	\$128,748
6	\$122,348	\$125,848	\$129,148
7	\$123,648	\$126,548	\$130,448
8	\$125,048	\$127,948	\$131,148
9	\$125,848	\$130,748	\$132,548
10	\$131,048	\$136,048	\$142,698

** Employees on step 9 will remain at present salary until 4/1 each year and then will move to step 10.

12 Month Vice Principal/Supervisor

Step No

	2005-06	2006-07	2007-08
1	\$98,816	\$102,768	\$106,365
2	\$101,071	\$104,103	\$107,486
3	\$102,271	\$107,271	\$110,757
4	\$103,371	\$108,271	\$113,571
5	\$104,471	\$109,571	\$114,771
6	\$105,471	\$110,571	\$115,971
7	\$106,671	\$111,571	\$116,671
8	\$107,671	\$112,871	\$117,671
9	\$108,671	\$114,071	\$118,971
10	\$118,028	\$124,878	\$131,878

** Employees on step 9 will remain at present salary until 4/1 each year and then will move to step 10.